

Support staff to be surveyed in pay equity study

Support staff at some Ontario colleges will be surveyed about their jobs as part of protracted negotiations over pay equity.

The results of the province-wide survey will be used by representatives of the Ontario Public Service Employees Union (OPSEU) and the Council of Regents in deciding which full-time support staff classifications, if any, will get raises as a result of Ontario's Pay Equity legislation.

Representatives of both sides say the soonest an agreement can be reached is the fall of 1990, with any raises retro-active to Jan. 1, 1990.

Separate negotiations between the Council and OPSEU academic bargaining representatives are much closer than support staff to reaching a settlement that will cover teachers, librarians and counsellors, according to Barbara Robinson of the Staff Relations Branch of the Ministry of Colleges and Universities.

Full-time teachers and counsellors do not belong to female-dominated classifications, she says.

George Brown's pay equity plan for its administrators and other non-union employees calls for no immediate pay adjustments.

Some administrators may eventually get pay increases because of the addition of working conditions to the current job evaluation system. Some part-time support staff may get raises as a result of negotiated settlements for full-time staff.

The two sides in the full-time support staff talks, which are about to enter their third year, say they are close to reaching agreement about the wording of the survey, which will gather information about job responsibilities. The survey will be conducted among support staff at a number of colleges.

The survey was ordered by the Pay Equity Review Commission, which agreed with a submission from the union that the current classification system fails to meet the requirements of the Pay Equity Act.



JUST DESSERT?—Marketing student Jennifer Brookes wipes a little whipped cream off the face of teacher Bob Stamp in early March. Stamp and several other School of Business teachers volunteered as targets in a pie-throwing event to help the Marketing Club raise money to pay their way to a conference in New Orleans.

Board says no to local bargaining

George Brown's Board of Governors has rejected the idea of replacing province-wide collective bargaining with local agreements at each college.

At their meeting in March, Board members unanimously turned down a request from the Committee of Presidents, a group made up of the presidents of all Ontario colleges, to recommend that the Ministry of Colleges and Universities adopt local bargaining.

Instead, the Board is urging talks to improve the provincial system of bargaining.

It passed a motion urging representatives of the bargaining agent for the colleges, which is currently the Council of Regents, the Ontario Public Service Employees Union (OPSEU) and a neutral third party to meet and make recommendations on bargaining improvements to the Minister.

Responsibility for collective bargaining with OPSEU is expected to be transferred from the Council to an employees' association made up of college presidents.

Local bargaining means that the College's administration would bargain

directly with George Brown union locals over wages, benefits, holidays and other issues.

The vote puts George Brown alone among Metro colleges. Boards at Humber and Centennial Colleges have voted to recommend local bargaining. Seneca College's Board is still studying the issue.

In discussion that preceded the vote to reject local bargaining "at this time," several Board members argued that local bargaining could prove harmful to the College.

President Doug Light led the discussion by saying the effects of local bargaining on colleges had not been adequately researched.

Dr. Ed McKeown, a new Board member, said it would be unwise to recommend local bargaining without assurances that the Ministry of Colleges and Universities is prepared to financially support local agreements.

Union official Herman Stewart said local agreements could lead to different wage and benefit packages at each college, which could prompt staff to switch colleges to get the best deal.



Comment by Doug Light

Secondary students will "try on" college

It's a rare person who doesn't test drive a car before buying it. In fact, trying a product or service is an important element of marketing for many sectors of our consumer-driven economy.

The car companies, for instance, know that a test drive separates the serious buyers from the tire kickers, and that once someone drives a car that person is much more likely to buy it.

This lesson from our colleagues in commerce hasn't been lost at George Brown. Staff have developed, or are developing, programs that allow people to experience college before deciding if they will enrol.

The College recently signed an agreement with the Metro Separate School Board that will bring dozens of Grade 12 students to George Brown to audit courses in academic areas of their choice. This innovative partnership, which starts in April, was developed by the Career Development Department of the Access Division, and in particular its High School Services Consultant Brian Burnie. The agreement also includes information and career counselling sessions by College staff in the schools.

In a separate development, staff of several academic divisions are currently exploring the possibility of offering short courses to give the public a taste of a particular field. The courses would allow prospective students to meet teachers, sample a few classes and labs, and, we hope, decide to enrol in a full-time program.

These new initiatives are a useful addition to the excellent liaison, communications and outreach work that we do already. I'm confident that a good percentage of the people who "try on" George Brown through these programs will like the fit. Even those who choose to study elsewhere will have had a positive experience at our College.

College should offer education that suits public says Harry Rosen

What's the difference between a good suit and a college education? According to Harry Rosen, who sells thousands of suits a year, the two are very similar — at least from one point of view.

Selling a suit or recruiting students for a college program are essentially the same process, he says.

"When you merchandise clothing you need to choose something that fits the consumer's lifestyle — you look at the food they eat, the way they live, the values they have. A college education must be marketed similarly."

Rosen, founder and chief executive officer of the exclusive Harry Rosen clothing store chain, recently joined George Brown's Board of Governors as a community representative, but he's no newcomer to the College. He joined the advisory committee of the School of Business's Retail Management program in 1985, and served as chairperson from 1986 to 1988.

As a successful entrepreneur, Rosen is a strong advocate of real-world experience for students — and with good reason. By learning the lessons of the marketplace, he has managed to parlay a small store in Cabbagetown, which he started when he was 23, into an international chain of 24 stores with annual sales of more than \$135 million.

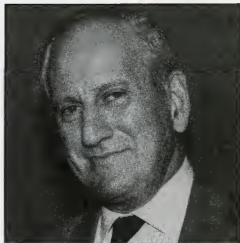
As advisory committee chairperson, Rosen had a hand in implementing an innovative parallel co-op plan in the Retail Management program. Students now learn practical lessons in sales and marketing as they spend part of each week in paid work experience.

Rosen now plans on bringing his entrepreneurial perspective to the Board with the hope that he may have a similar impact on other programs.

"The challenge faced by training institutions is to meet the growing needs of service sector employers and to prepare students for specialized careers in the 1990s."

Rosen is one of four community representatives appointed to George Brown's Board in January by the Council of Regents. Other new members, who will be profiled in future issues of *City College News*, are:

- Dr. Ed McKeown, Director of the Metro Toronto School Board.
- Carmencita Hernandez, Deputy Accountant and Agency Manager of the Supreme Court of Ontario.
- GERALYN CHRISTMAS, Vice-President of



Harry Rosen, founder and CEO of the chain of clothing stores, is now a member of George Brown's Board of Governors.

Canada Law Book in Aurora, a publisher of books and periodicals for lawyers.

The appointments fill all vacancies in the 16-member Board.

Students strike gold in OCAA championships

It's been a winning season for some George Brown athletes.

Hospitality student K.C. Chang and Graphic Design student James Cheung netted a gold medal in badminton mixed doubles competition at the recent Ontario Colleges Athletic Association (OCAA) championship at Fanshawe College in London. They maintained their form at the national college competition in Burnaby, B.C., returning from the mid-March contest with a bronze medal.

Printing student Brenda Power collected three gold medals in slalom, combined and women's team divisions, as well as a bronze in the giant slalom at the Ontario college skiing championships held in February at Mansfield Ski Resort near Barrie.

Both men's and women's teams won medals at OCAA basketball championships in early March. The men brought home a silver medal after narrowly missing the top spot to Sheridan College by one point. The women's team defeated Fanshawe College to bring home the bronze. Students Sherry Dawn Jones, Shane Marshall and Lynden Smith were named to the Ontario all-star teams.

Events

March 26 to 30 - Access Awareness Week. Sponsored by the Educational Access Services Department, featuring college-wide activities including live theatre, student presentations and movies. For a full listing of other scheduled events call 944-4466.

March 30 - Nursing job fair for 1990 nursing graduates and nursing students. 10 a.m. to noon. St. James atrium. Sponsored by the Nursing Department and the Student Career and Employment Centre.

April 2 - Tennis for beginners at St. James, Tuesdays and Thursdays at 4:30 p.m. Call Athletics at 867-2176 to register.

- Career Development and Information Workshop. 258 Adelaide St. E., Room A201, 6 - 8 p.m. For information or registration call Lisa Trudel at 867-2062. Sponsored by the Continuing Education and Marketing Division and Access Division.

April 3 - Board of Governors meeting. 500 MacPherson, Boardroom, 5 p.m. For information call Pat Smith at 944-4473.

- Sixth Annual Active Lifestyle Trade Show: *Fit for the 90's*, 10 a.m. to 2 p.m., Casa Loma gym. Featuring demonstrations and displays by massage therapists, weight-training, clothing and shoe manufacturers, as well as a continuous sportswear fashion show, and tai chi demonstrations. \$5 entry fee includes a nutritious snack.

April 3 to 6 - Team George Brown competes in the international *Salon Culinaire* at the World Trade Centre in Singapore.

April 6 and 12 - Negotiating Agreement: a two-day workshop for administrative staff. Enrolment is limited to 20 participants. For information call the Staff Training and Development Office at 944-4659.

April 12 - College Council Meeting, 8:45 a.m. Hospitality Boardroom, 300 Adelaide St. E., Room 310.

April 13 - Good Friday. College closed.

April 16 - Canadian Citizenship Week



MANUFACTURING BOOK BONANZA — Technology students Richard Archer (left) and Peter Plaschka (middle) look over an engineering book with Associate Director of Educational Resources John Hardy. The volume is one of 75 that George Brown's student chapter of the Society of Manufacturing Engineers, of which Archer and Plaschka are executives, has given to the library. Hardy is holding a plaque commemorating the chapter's contribution to engineering education at the College. "It's our group's small legacy to the students who follow," says Archer, who is chairperson of the 85-member chapter.

national kick-off and re-affirmation ceremony, 10 a.m., 300 Adelaide St. E. in the atrium, followed by a reception in Plumer's Dining Room at 11:30 a.m.

April 17 - Board of Governors' Awards of Excellence nominations close at 4:30 p.m. For more information or nomination forms, contact the Human Resources Department at 944-4445.

- 20th Annual Athletic Banquet at Plumer's Dining Room. 6:30 p.m. Tickets for George Brown staff and students are \$10, guests \$15. Call Athletics at 867-2176 for information and tickets.

- Instructional Effectiveness Program Faculty Support Group, Casa Loma, Room C-318, 12 to 2 p.m.

April 19 - Instructional Effectiveness Program Faculty Support Group, St. James, Room A-201, 12 - 2 p.m.

April 19 to 21 - Annual display of work by graduating Graphic Design students: *Grafik Werks*. St. James atrium. Fifty of the best works from the show, selected by a jury, will be on display for two weeks after April 21 at the Berthold Type Centre at 260 King St. E. For more

information call Bill Southern at 867-2030.

April 23 - Career Development and Information Workshop. See April 2 item for details.

April 27 - Staff workshop: *Financial Planning for the Future*, 9 a.m. to noon. Casa Loma Campus, room to be announced. Open to all staff. For information call the Staff Training and Development Office at 944-4659.

April 28 - Central Region part-time teachers training sessions at George Brown. Sessions include: *Professional Teaching, Cross-Cultural Communications and Teaching Adults*. Sessions will be held at St. James. Details will be confirmed with registration. Limited enrolment. Call the Staff Training and Development Office at 944-4659.

May 3 - Fashion Division open house: *Avenues to Fashion*, 10 a.m. to 8 p.m. at Kensington Campus. Featuring displays and demonstrations of student work from jewellery, ceramics, furniture, hairstyling and apparel management programs, as well as frequent fashion shows by creative fashion students.

Photo: Tina Papp

Names in the News

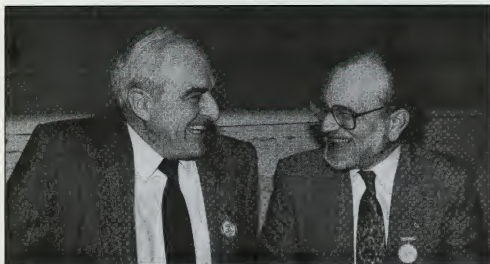


Photo: Tina Kirby

PRECIOUS MEDALS — Bob Gwilliam (left) and Fashion and Hospitality Dean Martin Kerman congratulate each other after being presented with Medals of Service at a recent City of Toronto ceremony. The awards were presented by the mayor of Toronto to citizens who have served on a municipal board or commission for at least five years. Gwilliam, assistant to Academic Vice-President Garth Jackson, served terms as vice-chairperson and chairperson of the board of Scadding Court Community Centre, and Kerman has been a member of the Fashion Industry Liaison Committee since its inception in November, 1984. Business administration students Melissa Osborne and Cornelio Diosay were also honoured with \$750 scholarship awards for outstanding academic performance.

George Brown President **Doug Light** has been named a Fellow of the Ontario Institute for Studies in Education (OISE), joining other Canadian educational leaders such as University of Toronto professor Northrop Frye and National Ballet School founder Betty Oliphant. "Doug Light is being awarded this honour for recognition of his influence in the formation of the Ontario system of colleges of applied arts and technology and his personal contributions to those colleges," says OISE spokesperson Jane Hill.

Dan Benson has done it all at George Brown. He graduated from the College's Watchmaking program in 1978, and taught watchmaking from 1979 until 1986, when he became Assistant Campus Manager at St. James. Now he's been named the new Manager of Bookstores and Printing Services.

George Brown has friends in the right places. About eight years ago, **Drew Nameth** left the College's Research and Planning Department for a job with the Ministry of Colleges and Universities. He's now Manager of Financial Support in the College Affairs Branch. Now **Teresa Karolewski**, who replaced him as George Brown's economist, has also left the College to join the same department as a Senior Policy Analyst.

An evening with **Stephen Langley**, Ian Grady and Peter Penchoff will set you back \$550. If that's a bit too pricey, try Langley and Grady for a mere \$350. The trio are part of a group of School of Hospitality teachers who put their time and expertise on the auction block in March to help subsidize student participation in an international cooking contest in Singapore. For \$550, Langley et al agreed to create a dinner for 18 to 24 guests — but please note the cost of food is extra. The winning bid for this future feast came from Hospitality Chairperson **Brian Cooper**. Organized by the Junior Escoffier Society of Toronto, the auction raised \$4,700 to help cover costs of the trip. Langley will be heading over to Singapore himself as manager of the five-person team, as will teacher **Ed Wright** and chef **Gunter Gugelmeier**, who are coaches.

City College News

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George Brown  The City College

The Human Resources Department reports the following staff changes:

New support staff include: **Linda Addie**, Systems Analyst in Computer Services; **Luciano Carlascio** in Caretaking at St. James; **Bruce Eakin** in the Ceramics Department at Casa Loma; **Randy Jewers** and **Maria Vela** in the Payroll Department at 500 MacPherson; **Elsa Lee**, Secretary to the Controller in the Finance Department at 500 MacPherson; **Mary Bianchi** and **Alda Longo** at the Baycrest Day-Care Centre; **Sarah Whaley** in the Fashion District Day-Care Centre; **Betty Liwanag**, Secretary in the Continuing Education and Marketing Division; and **Joan Morton**, Administrative Assistant to the Dean of Continuing Education and Marketing and Business and Industry Training.

New administrative staff include: **Linda Mikulka**, who is the Supervisor of the newly opened Scotia Tower Day-Care Centre at 104 Yonge St.; and **Regina Park**, who is Manager of Classification/Freedom of Information in Human Resources at 500 MacPherson.

Internal transfers include: **Vicki Espinosa**, formerly with Student Services, is now in the Math and Science Department at Casa Loma; **Deana Felts**, formerly a switchboard operator at St. James, is now in the Dental Department of Allied Health at Casa Loma; **Janice Ghazal**, formerly with the Fashion District Day-Care Centre, is now at the Baycrest Day-Care Centre at 3560 Bathurst St.; **Joe Wheeler**, formerly lead hand in Plant Operations at Casa Loma, is now lead hand at St. James; and **Yvonne Young**, formerly with the Physical Resources Department, is now in the Academic Skills Development Department of the Access Division at Casa Loma.

Elizabeth Watt of the Math and Science Department at St. James is now **Elizabeth Haitzer**.

Sidney Baker, of the Academic Upgrading Department at Casa Loma, has retired after almost 20 years with the College. Baker was an instructor in the Technology Division for many years.

Leaving the College are: **Jill Foran**, **Michel Gauthier**, **Paul Gomes**, **Frederick Lee**, **Florida Oceannu**, **Sophie Pandi**, **Paul Graham**, **Grace Yam** and **Nicolette Klemoff**.

Hospitality students helped raise \$1,500 for the Stop 86 women's shelter with a fundraising dinner at Plumer's in March.